



## **Congregational Pastor - role description & person specification**

The Congregational Pastor of St. Nicholas @ 9:15

### **Vision**

Our vision is to know Jesus and make Him known locally and globally. And so we prayerfully and lovingly proclaim Him in order to Reach, Nurture, Equip and Send - for His glory.

### **Purpose of this position**

Our vision is to lead St. Nicholas @ 9.15 to fulfil the Vision in the life of the Congregation.

### **Relationships**

The Congregational Pastor is responsible to the Rector of St. Nicholas with whom he shares the 'cure of souls' within the parish.

He acts as the leader of the St. Nicholas @ 9.15 Congregational Leadership team, works in close liaison with the Church Wardens and is ex-officio a member of the Parochial Church Council.

The four Congregational Pastors work as a team under the leadership of the Rector.

### **Responsibilities**

1. To maintain his own spiritual growth, particularly by giving time to prayer and the study of the Scriptures. To engage heart and mind through wide reading and to develop ministry skills through regular training.
2. To develop and then hold the St. Nicholas @ 9.15 congregation to the St. Nicholas vision. With other leaders, to determine priorities and to develop strategies to enable the congregation to work to that vision. To ensure that the St. Nicholas @ 9.15 congregation keeps appropriate forms of outreach high on its agenda.
3. Working with the Rector and senior staff team to develop preaching and teaching programmes across the whole church for the year ahead (with Rector having the final say on the preaching programme, subject to a four week period which will be at the Congregational Pastor's sole discretion).
4. To oversee and, with others, to develop the ministry of the Word of God through both preaching and teaching in all appropriate forms (in church services, small groups and one-to-one). Overseeing the St. Nicholas @ 9.15 congregational Sunday gathering including, and with the final say on, style, music selection and style, liturgy (within bounds set by canon law) and choice of individuals leading the service, praying, reading and giving notices. Ensuring that regular opportunities are given to

the Rector and other Congregational Pastors to participate in services.

5. To oversee and, with others, to develop the ministry of prayer, primarily through the monthly congregational prayer meeting and through encouraging attendance at, and congregational involvement in, the whole church prayer gatherings.
6. To oversee and, with others, to develop the ministry of the sacraments of the Lord's Supper and Baptism in the St. Nicholas @ 9.15 congregation.
7. To oversee and, with others, to develop the ministry of the Nurture Groups for the St. Nicholas @ 9.15 congregation, setting their teaching programme and encouraging each member of the St. Nicholas @ 9.15 congregation to join a Nurture Group. To oversee the recruitment and training of Nurture Group leaders.
8. To oversee and, with others, to develop across all congregations the ministry of pastoral care within the church family as a whole and within the parish. To seek to assist other Congregational Pastors by helping lead services from time to time and to share in and support other area of cross congregational ministry.
9. To hold overall responsibility for the leading of the St. Nicholas @ 9.15 congregation in public worship, for the ministry of the sacraments, and for intercession for local and national concerns and God's world-wide work and for an intentional development of the ministry of the pew.
10. To be primarily responsible for the line management of the other Congregational Pastors and certain members of the cross congregational ministry team; managing individual members in their areas of ministry, building up the team and pastoring them and their families.
11. To be responsible for recruiting (in consultation with the Rector) and leading the Congregational Leadership Team and ensuring that all members of the Congregational Leadership Team have been trained for the role by the Rector (and others supporting him in this).
12. To develop lay ministry by overseeing the appointment, nurturing, management and equipping of lay leaders within the St. Nicholas @ 9.15 congregation, enabling them to develop their distinctive gifts and ministries.
13. To have due regard to all safeguarding guidance issued by the House of Bishops.
14. To engage effectively in the decision-making processes of the church through staff team, Church Wardens, PCC, the Leadership Team, and to ensure that such decisions are carried out effectively within the St. Nicholas @ 9.15 congregation.



15. To serve the parish by ensuring that Christ is proclaimed by word and deed, that pastoral needs are met, and that 'occasional offices' are conducted in an appropriate manner.
16. To work with the church family to establish a self-supporting sister church outside the parish and / or strengthening other Anglican churches where there is a real need in line with the Vision; identifying, training and supporting individuals who could be sent to support the mission of the church beyond the parish.
17. To take proper care of himself and his family through adequate time for rest, recreation and family life as an example to others. To be involved in some activity with those who have no church allegiance.

### **Exclusions**

The St. Nicholas @ 9.15 congregational pastor is NOT expected to make the following a priority:

- routine administration of the church and parish;
- Cross Congregational areas of ministry in which he is not specifically gifted and where work can be delegated to the Cross Congregational leaders.

All the above is to be read within the context of and subject to the canons of the Church of England.

(Date \_\_\_\_\_  
Date for review \_\_\_\_\_)



## Person Specification

- An ordained Church of England minister who has a passion and love for Jesus with substantial experience of full time Christian ministry in parish or other relevant situation
- A spiritual and prayerful man of strong personal faith, who will engage with and inspire people of all ages and backgrounds
- A conservative evangelical, committed to the authority of scripture, with a passion for the gospel and for drawing people to the Lord Jesus Christ
- A teacher who faithfully and powerfully preaches God's word and communicates clearly and effectively in a congregational setting, in small groups, in one-to-one settings and who is able to connect and interact with people of strong faith and none
- A humble leader who is enthusiastic about working collaboratively within the staff team, with the PCC and with other lay members of the church family
- A pastor who is friendly, approachable and compassionate, especially when dealing with the vulnerable and those in need of pastoral support
- A pastor who is passionate about mission and outreach, to help the congregation and church family to engage with those in our parish and beyond
- A leader who has the desire and ability to disciple and develop those in the church family
- A leader who is IT-literate and realistic about time management and work-life balance.